

Leading Change Building Change Leaders

The ability to learn, change and adapt is becoming the only sustainable competitive advantage.

For the last century, and perhaps for much longer, the relationship between the person in charge and the subordinates followed a predictable and well-defined pattern of conduct. Power over others came from the authority of a position to direct and control other's work.

The title "Manager" started with the Industrial Revolution to identify the person who "handled" resources and directed subordinates. Corporations modeled after the Armed Forces, built a pyramid of power organized by Departments and Functions.

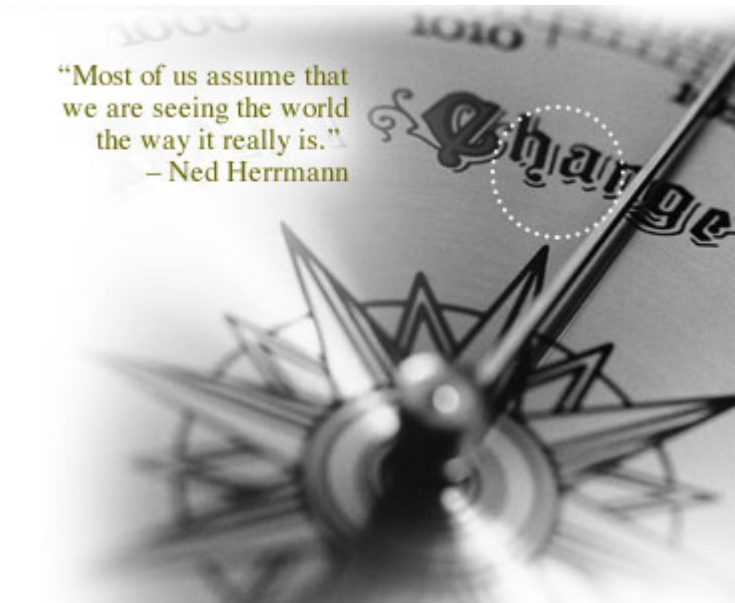
Today, we describe such type of relationships and organizations as:

- Command-and-Control
- Bureaucratic
- Paternalistic
- Or simply, "Old-Style"

Changes in the world are changing the way we work. Globalization, a diverse workforce, outsourcing, the computer, and the internet all drive a need for change. In today's fast-changing environment, the power goes to the nimble and the capable.

In today's workplace, power comes from:

- Personal Competence
- Applied Knowledge
- Speed of Execution
- Ability to Change



"Most of us assume that we are seeing the world the way it really is."
– Ned Herrmann

Audience

This workshop is ideal for all managers in the organization.

Format

The Leading Change workshop consists of a one day session with pre and post workshop assignments. The session is very interactive with discussions on case studies as well as application to current organization change initiatives.

Focus:

Participants will be:

- Learning principles for leading in times of change
- Building skills to proactively lead change
- Applying change principles to achieve results
- Setting goals to become more effective leaders
- Coaching others in current work situations

LEADERSHIP INTELLIGENCE®

Leading Change

Workshop Description

Experiential Learning

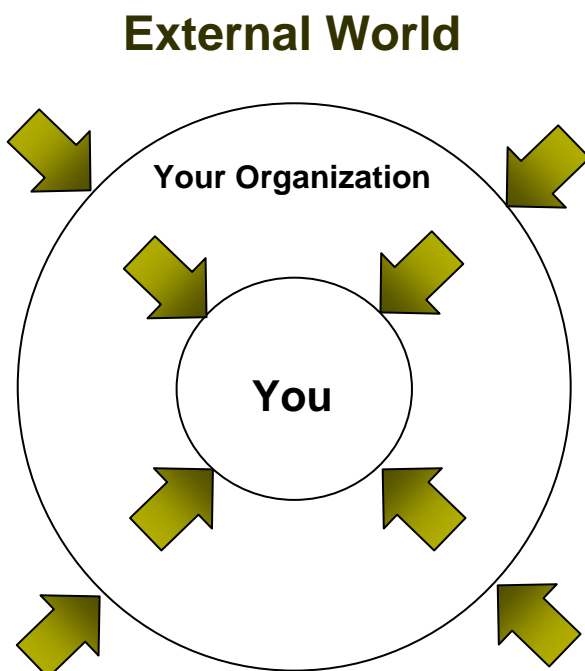
Participants bring their own change experience to the workshop to apply the skills they will learn.

Practical Instruction

Participants are presented with solid techniques through facilitated discussion and case studies. We provide a simple, yet effective model and process for Leading Change.

Practice

Participants develop their own skills through extensive practice. Leading Change skills focus on provided case studies and actual company situations.



Course Outline

I. Principles & Practices for Leading Change A World of Change

- The Accelerating Pace of Change
- What's Driving Change?
- Facing Challenges and Seizing Opportunities

Leading Change—Case Study

- Case Study Presentation
- Group Analysis
- Breakout group discussion
- Evaluation of Outcomes
- Application to Current Role

II. Application to Current Roles

- Leading versus Implementing Change
- Creating Opportunities versus Threats
- Communicating Vision
- Addressing Resistance
- Measuring Outcomes
- Focusing on Results
- Leading Change Development Plan

III. Personal Development

- How We Learn to Lead
- Change Starts with Me
- Leading Change Inventory
- Building on Strengths
- Addressing Potential Derailers
- Peer coaching using GROW
- Personal Development Plan
- Closing Remarks – Next Steps